

COMPENSATION AND BENEFITS

SALARY: \$108,506 to \$162,765. SCAG typically hires at or below the mid-point; however, salary placement is dependent on experience and qualifications and may occur above the mid-point when warranted. The Director of Information Services, consistent with the Executive Director and all Directors of SCAG, are employed through an annual contract.

INSURANCE COVERAGE: Employees may choose from two HMO & two PPO CalPERS health plans and two dental plans. SCAG contributes \$550 towards insurance premiums with the cost difference paid out in cash. Dental and vision insurance is provided at no cost to employees. Life Insurance in the amount of \$150,000 is provided by SCAG. Short-term and long-term disability insurance plans are provided by SCAG.

RETIREMENT: Employees become members of the Public Employees' Retirement System (PERS) 2% @ 55 plan. SCAG pays the employee's 7% contribution. ICMA and CitiStreet 457 deferred compensation plans are available and SCAG provides a match of 3% of yearly salary up to \$3,500 per year. SCAG does not participate in Social Security.

HOLIDAYS: A total of 13 paid holidays – 9 designated and 4 floating – are provided annually.

VACATION: Ten to twenty days per year based on tenure.

SICK LEAVE: Employees earn sick leave at the rate of one day per month.

HEALTH AND DEPENDENT CARE REIMBURSEMENT ACCOUNT:

A tax-exempt savings plan is offered to pay eligible expenses associated with health and dependent care.

RIDESHARE/TRANSPORTATION INCENTIVE PROGRAM: SCAG pays \$52 towards a monthly bus pass, \$35 per month for carpooling, and \$155 per month towards vanpool or a Metrolink pass. In order to receive this benefit, employees must utilize one of the listed options at least 13 days per month.

FLEXIBLE TIME/MODIFIED WORK WEEK: Some employees may work a modified 9/80 work schedule, with every other Friday off. SCAG offers a flexible work schedule to allow employees some flexibility on daily work hours.

OTHER BENEFITS: Employees are eligible for credit union membership at the E-Central Credit Union. Employees may have their paychecks automatically deposited to a financial institution of the employee's choice. Tuition reimbursement up to \$1,000 per year is provided for qualified courses as authorized by the Executive Director. Memberships in career related organizations and conference attendance may be paid for by SCAG.

APPLICATION AND SELECTION PROCEDURE

- To be considered for this challenging and rewarding career opportunity, please submit your resume, list of three work related references and current salary by Friday, October 15, 2004 to meet the first review of resumes. Resumes should reflect years and months of positions held, as well as size of staff and budgets you have managed.
- Forward your materials to:

Southern California Association of Governments
Attn: Human Resources Dept.
818 West 7th Street, 12th floor
Los Angeles, CA 90017
Phone: 310-377-2612
Website: www.scag.ca.gov

Following Friday, October 15 all applications will be screened in relation to the criteria outlined in this brochure. Candidates deemed to have the most relevant background will be contacted for a preliminary interview. Those most qualified will be referred to the Executive Director. A final selection process will then be scheduled for the selected candidates. The final selection process is tentatively planned for late October.

Reference checking will be conducted prior to hire, but not before securing authorization from the candidate(s). A thorough background check including contacting references, a review of criminal history, DMV report, and financial history will be conducted. For additional information about the position, please contact Teri Blackburn of CPS Executive Search at 310-377-2612.

SCAG IS AN EQUAL OPPORTUNITY EMPLOYER AND VALUES DIVERSITY AT ALL LEVELS OF ITS WORK FORCE.



SOUTHERN CALIFORNIA ASSOCIATION of GOVERNMENTS

#1828 ISD directorflyer 09-04

The first review of applications is Friday, October 15, 2004

The **SOUTHERN CALIFORNIA ASSOCIATION OF GOVERNMENTS (SCAG)**, a Joint Powers agency, the largest regional planning agency and Council of Governments in the nation, with headquarters in downtown Los Angeles, seeks a collaborative, solution-oriented, technically sophisticated and experienced leader to serve as the

DIRECTOR OF INFORMATION SERVICES

to provide strategic information services leadership in shaping the Best Practices of the Metropolitan Planning Organization for Southern California.

SALARY \$108,506 to \$162,765

FILING DATE: Open Until Filled

(First review of applications on October 15, 2004)

SCAG'S TEN YEAR STRATEGIC PLAN GOALS

- Ensure fiscal stability and independence
- Develop regional infrastructure finance mechanisms
- Enhance the effectiveness of subregional relationships
- Create and encourage new partnerships
- Enhance interregional cooperation
- Improve public involvement in the regional planning process
- Establish a role for Native American Tribal Councils
- Create a comprehensive plan to guide regional development
- Enhance the linkage between regional policies and incubator projects
- Develop a regional repository of data
- Ensure that strategic planning is a continuous process

SCAG's mission: Leadership, vision & progress which promotes economic growth, personal well-being & livable communities for all Southern Californians.



SOUTHERN CALIFORNIA ASSOCIATION of GOVERNMENTS



ABOUT THE SOUTHERN CALIFORNIA ASSOCIATION OF GOVERNMENTS

Forty years ago, cities and counties in the six-county Southern California region joined together to form the Southern California Association of Governments (SCAG) for the purpose of fulfilling federal intergovernmental planning mandates, including managing a "continuing, cooperative and comprehensive" regional transportation, planning process. The six-county SCAG region includes Imperial, Los Angeles, Orange, Riverside, San Bernardino and Ventura Counties, 187 cities covering 38,000 square miles. While the geographical boundaries of the region have remained the same, the social and institutional landscape has changed substantially. Fueling these dramatic regional changes has been a doubling of the population from 8.4 million to 17 million people since SCAG's formation.

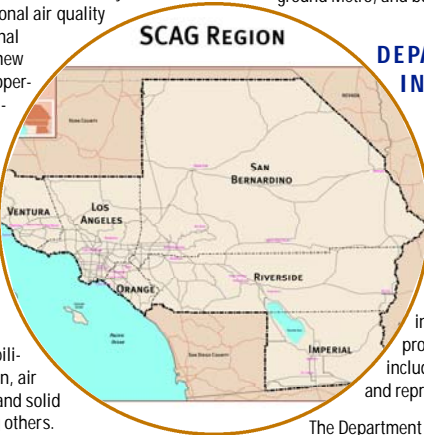
Today, the region has grown to include five county transportation commissions, five regional air quality management districts, subregional councils of governments, many new cities and several more transit operators. In addition to the six counties, 163 of the 187 cities in the region are member agencies of SCAG. SCAG represents the 10th largest world economy and is the largest regional planning agency in the nation. As a result, the state and federal governments over the years have expanded SCAG's original mission by assigning additional regional policy setting responsibilities in the areas of transportation, air quality, housing, water quality, and solid waste disposal planning, among others.

Decision-making occurs through SCAG's Regional Council, a governing body composed of 76 city and county elected officials and transportation commissioners. The agency also works in close partnership with its federal and state funding partners, Federal Highway Administration, Federal Transit Administration, Federal Aviation Administration, California Department of Transportation as well as with fourteen subregional Councils of Governments (COGs) that represent SCAG's member cities and counties.

SCAG is known to be a window to the world due to their responsibilities for planning for regional aviation, traffic congestion and air quality, population growth, housing and the movement of goods in the largest regional planning area in the nation.

THE LOCATION

SCAG headquarters is located in bustling downtown Los Angeles in the former, beautifully refurbished, Barker Brothers Furniture Building and offers a year-round Mediterranean climate. The area is known for its cultural venues, sports centers, garment and jewelry district, high-rise buildings, shopping, tourist attractions, fine restaurants, zoos and museums. There are also four architecturally and musically acclaimed theater complexes. Los Angeles is home to such professional sports organizations as the L.A. Lakers, Dodgers, Clippers, Sparks and the Kings. L.A. is easily accessible by Metrolink train, underground Metro, and bus.



SCAG REGION

DEPARTMENT OF INFORMATION SERVICES

The Department of Information Services is responsible for providing the agency with proactive leadership in developing agency standards and policies; data modeling, data collection and data monitoring; maintaining the network infrastructure and enterprise applications and in ensuring the security of SCAG's data and processes and its building facilities including front-office reception, mailroom and reprographics.

The Department works collaboratively with SCAG leadership, SCAG members, regional partners, SCAG departments, staff, vendors and stakeholders to ensure that SCAG is supported by appropriate levels of data modeling and monitoring services as well as information technology and building facilities services. It coordinates with other departments on a variety of plans for meeting their data, technology and facilities needs.

Reporting to the Executive Director with oversight by the Deputy Executive Director, the Director of Information Services oversees an operating budget of \$4 million and a staff of 33 with three divisions.

CHALLENGES AND PRIORITIES

SCAG leaders have identified the following opportunities, challenges and priorities that will require the expertise, energy and commitment of the new Director of Information Services:

Data and Monitoring

The agency seeks to be the leader in the region and the nation as the Data Center Repository with electronic, web-based access. The role of monitoring the region's performance has been an important agency function. Currently we publish a State of the Region report annually and carry out other monitoring activities. We are seeking a candidate who can move us to the next level of leadership and excellence in both our data center and performance assessment responsibilities.

Finance/Human Resources System

The agency uses SAP for its financial and HRIS system. The new Director will need to facilitate and spearhead the effort to complete the integration of the new system and to properly apply the necessary balance of staff and consultant resources to support the system.

IDEAL CANDIDATE TRAITS

The ideal candidate is a technically proficient, collaborative, solution-oriented, experienced leader with a proven track record of success. This proven leader will be an effective communicator who has a history of building solid working relationships with management, peers and staff. In addition, he or she must be flexible, possess sound decision making ability and be politically astute.

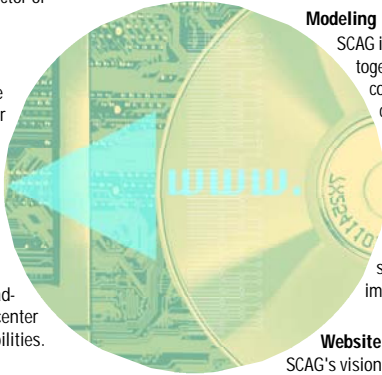
QUALIFICATIONS

Experience and Education

Ten years of responsible information systems experience including five years of management and supervisory experience. In addition, a Bachelor's degree from an accredited college or university with major course work in computer science, public administration, business administration or a related field is required; a Master's degree and public sector experience are highly desirable.

Personal Attributes

In addition to the foregoing requirements, SCAG leaders have identified the following additional abilities and skills that the ideal candidate will possess:



IT/Operations Manager

The manager position is vacant. The new Director will have the opportunity to select a new manager to oversee the Information Technology/Operations Division.

Modeling

SCAG is seeking a candidate who can bring together the diverse region to carry out a coordinated modeling process in a complex urban environment. We intend to upgrade existing models, bring in new state of the art tools and to pursue improved modeling capacity for freight, airport demand, and high speed rail. We are looking for an individual who is aware of the state of the art tools and can help us improve our processes.

Website Presence

SCAG's vision of excellence and mission to serve the region is supported by the goal to provide customers and staff with a flexible website that allows for easy access and useful information about SCAG's services.

- ▶ A highly competent professional who has a broad base of technical knowledge and managerial experience to be the agency Information Services leader
- ▶ Strong interpersonal skills and ability to win the trust and confidence of SCAG leaders, peers and staff
- ▶ Excellent reasoning skills and knows when to seek direction from SCAG leadership
- ▶ Visionary and innovative strategic thinker
- ▶ Values input from others; good listening skills; decisive once input is obtained
- ▶ Open, approachable, diplomatic and politically astute
- ▶ Conscientious of the needs of both internal and external customers
- ▶ Works collaboratively with stakeholder departments in accomplishing their goals, with due respect to the needs of the overall organization
- ▶ A facilitator of consensus and collaboration
- ▶ A team builder and mentor; committed to developing SCAG's Information Services staff to their fullest potential
- ▶ Flexible and unbiased, with a high level of integrity